

Study of the Usefulness of Psychological Strategies Adopted by a Private Institution to Manage Employer Stress.

Pannila Vithanage Wasana Sandamali
University of Sri Jayewardenepura
Wasana93sandamali@gmail.com

The most important decision- Maker of any organization are the factors that lead to the upkeep, but none of them are employees of the same institution. Hence minimizing employee tension is a key factor in the achievement of the desired goals of the organization consequently, the research aims at studying the usefulness of psychological strategies referred to by private institutions to minimize job stress. In addition to this , the reorganization of private institutions, the study of psychological strategies and the application of their own employability of the private institutions to minimize the stress of worker, employee stress, Job stress etc.. are among the other objective.

OMX company was done by Horana commission for research and this belongs to Horana Divisional Secretariat in Kaluthara district. The total number of employees is 6281,out of which 5282 are employees. The company operates in various parts of the institute and selected five of the and randomly employed 100 employees in 20 different areas in one section. The Questionnaire, the interview, and the suruillance system were also used. According to the data analysis, most of the employees are woman. There is no reference in the chart that the employees personal needs, management and response to their speeches are impairs. There is high percentage of those who are comfortable with the opportunity to express ideas at the meeting and the satisfaction of the Job environment. It is very important that 96% of the survey is concerned with the analysis of data in the research, which shows that the organization is concerned with stress management. However, in the interviews and observations workers are faced with various problems in the manufacturing sector and the group leader in the cutting sector. However, It is clear that psychological strategies are helpful in managing employment tensions and there by helping to achieve institutional productivity. Employing employment tensions are easier through managing those techniques, which can be used not only for private companies but for any field.

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